KOAA-TV Pueblo/Colorado Springs, Colorado December 1, 2013 - November 30, 2014 Full-Time Positions Filled

Full- Time Position	Position Title	Date Open	Date Filled	Recruitment Source*	Number Interviewed	Source of Hire
	Multi-Media Journalist (2)	12/2/13	1/6/2014	Outside Referral TV Jobs Ad Respondent	1 1	
				Employee Referral	1	1
			4/7/2014	TV Jobs Ad Respondent	1	
			7,7,===:			
	Multi-Media Journalist (2)	12/2/13	4/7/2014	Outside Referral	1	p states
				Recruitment Agency	1	
				Current Employee Referral	1	
				Current Employee Referral	1	1
	Photographer	1/1/14	1/15/14	Current Employee Referral	1	1
				Email/Cold Call	1	
				Email/Cold Call	1	
		40/0/40	10/0/2014	Out it Defends		
	Executive Producer	12/2/13	10/8/2014	Outside Referral	1	
				Recruitment Agency	1 1	1
				Outside Referral	1	1
	Producer	12/E/12	2/5/14	Recruitment Agency	1	Tours, sta
***	Producer	12/5/13	2/5/14	Walkin/Website	1	ļ
				Current Employee Referral	1	-
				TV Jobs Ad Respondent	1	
				TV Jobs Ad Respondent	1	
				TV Jobs Ad Respondent	1	1
	Asst News Production Manager	3/1/14	4/16/14	Current Employee Referral	1	1
				TV Jobs Ad Respondent	1	
				TV Jobs Ad Respondent	1	
				TV Jobs Ad Respondent	1	
	Anchor/MMJ	12/1/13	2/5/14	Current Employee	1	
				Current Employee	1	
				Current Employee	1	
				TV Jobs Ad Respondent	1	
				TV Jobs Ad Respondent	1	
				TV Jobs Ad Respondent	1	
-				TV Jobs Ad Respondent	1	
				Current Employee Referral	1	1
	Television Graphics Designer	7/1/14	7/30/2014	Indeed.com	1	
				Current Employee Referral	1	ļ
				Indeed.com KOAA Website	1 1	-
	}			Indeed.com		
				KOAA Website	1 1	1
				KOMI WEDSICE	-	1
	Pueblo MMJ	1/15/14	5/27/14	Indeed.com	1	
				TV Jobs Ad Respondent	1 1	
				TV Jobs Ad Respondent	1	-
				TV Jobs Ad Respondent	1	
				TV Jobs Ad Respondent	1	
				Current Employee Referral	1	1
						Mark and
	Sports Director	3/1/14	6/23/2014	Current Employee Referral	1	1
				Current Employee	1	-
				Current Employee	1	
			water mer and			

KOAA-TV Pueblo/Colorado Springs, Colorado December 1, 2013 - November 30, 2014 Full-Time Positions Filled

Full- Time Position	Position Title	Date Open	Date Filled	Recruitment Source*	Number Interviewed	Source of
	Admin Coordinator/ Traffic-Business	-				
	Dept	4/1/14	6/5/14	Indeed.Com	1	1
		-, -, -		KOAA Website	1	
				KOAA Website	1	
				KOAA Website	1	
	Admin Coordinator/Business Dept	4/10/14	5/16/14	KOAA Website	1	1
		_		Indeed.Com	1	
				KOAA Website	1	
				KOAA Website	1	
	Video Editor	5/1/14	5/29/2014	KOAA Website	1	1
			The state of the s			
	Morning Director of News	6/20/14	7/14/14	College Job Board	1	1
				TV Jobs Ad Respondent	1	
				KOAA Website	1	
				KOAA Website	1	
				Unknown	1	
	Weekend Director	6/1/14	7/7/2014	TV Jobs Ad Respondent	1	1
		5/ -/ - :	.,.,===	TV Jobs Ad Respondent	1	
				Indeed.Com	1	
				Unknown	1	-
				Unknown	1	
				Olikilowii		
	Editor/Photographer		5/8/2014	College Job Board	1	1
	Producer	12/1/14	2/10/2014	Indeed.Com	1	
	1104400	12/1/11	2,10,2011	TV Jobs Ad Respondent	1	
				TV Jobs Ad Respondent	1	
				TV Jobs Ad Respondent	1	1
				KOAA Website	1	1
		0/10/11	44.44.74			
	Multi-Media Journalist - Pueblo	9/19/14	11/17/14	Current Employee	1	-
	,			TV Jobs Ad Respondent	1	
				TV Jobs Ad Respondent	1	
				TV Jobs Ad Respondent	1	1
	Morning Anchor	6/19/14	9/2/2014	Current Employee Referral	1	1
				Current Employee	1	
				Current Employee	1	
				TV Jobs Ad Respondent	1	
	Digital Sales Consultant (3)	6/1/14	9/8/2014	Current Employee Referral	1	1
				Current Employee Referral	1	
				Current Employee Referral	1	
				KOAA Website	1	
				KOAA Website	1	

KOAA-TV Pueblo/Colorado Springs, Colorado December 1, 2013 - November 30, 2014 Full-Time Positions Filled

Full- Time Position	Position Title	Date Open	Date Filled	Recruitment Source*	Number Interviewed	Source of Hire
	Digital Sales Consultant (3)	6/1/14	9/8/2014	Current Employee Referral	1	1
				Current Employee Referral	1	
				Current Employee Referral	1	1
				KOAA Website	1	
				KOAA Website	1	
						31.0 -1
	Digital Sales Consultant (3)	6/1/14	9/8/2014	Current Employee Referral	1	1
				Current Employee Referral	1	
				Current Employee Referral	1	
				KOAA Website	1	
				KOAA Website	1	
	Executive Producer - Evenings	12/15/13	3/24/2014	Current Employee	1	ļ
				KOAA Website	1	
				Recruitment Agency	1	1
	Meteorologist	2/15/14	3/5/2014	Current Employee Referral	1	1
	meteor ologist	2/13/14	3/3/2014	current Employee Referrar	1	1
	Digital Media MMJ	3/15/14	6/9/2014	Indeed.com	111	1
				TV Jobs Ad Respondent		-
				TV Jobs Ad Respondent		
				TV Jobs Ad Respondent		-
				TV Jobs Ad Respondent		
y				Current Employee Referral		
	Video Editor		9/3/2014	KOAA Website	1	1
	video Editoi		9/3/2014	KOAA Website	1	<u> </u>
				KOAA Website	1	
						E E 6
	Producer	4/1/14	6/15/2014	College Job Board	1	
				Outside Referral	1	
				Current Employee Referral	1	1

KOAA-TV PUEBLO/COLORADO SPRINGS, COLORADO December 1, 2013 - November 30, 2014

**Recruitment Sources Contacted for Each Full-Time Vacancy** 

	Recruitment Source	Contact	Total Inter- viewed	Entitled to
1	KPAX-TV(bob@kpax.com)	HR	Viewea	N
	Missoula, Montana	Email		1
2	KRTV-TV(connie@krtv.com)	HR		N
-	Great Falls, Montana	Email		
3	KXLF-TV(kxlf@kxlf.com)	HR		N
	Butte, Montana	Email		
4	KVOA-TV(kvoa@kvoa.com	HR		N
	Tucson, Arizona	Email		
5	KSBY-TV (wohagan@ksby.com)	HR		N
	Santa Barbara, CA email: wohagan@ksby.com	Email		
6	KTVQ-TV(tgreen@ktvq.com)	HR		N
	Billings, Montana	Email		
7	KATC-TV(cathy@katctv.com)	HR		N
	Lafayette, LA.	Email		
8	WLEX-TV(wlextv@wlextv.com)	HR		N
	Lexington, KY.	Email		
9	KRIS-TV(agalindo@kristv.com)	HR		N
	Corpus Christi, TX.	Email		
		ONLINE JOB		
Prince and the same	Pikes Peak Community College ONLINE JOB BOARD	BOARD		N
11	Pikes Peak Community College - offcampusjobs@pueblocc.edu	Email		
12	Colorado College - gina.lujan@coloradocollege.edu	Email		N
13	Colorado State University/ Ft Collins ONLINE JOB BOARD	ONLINE JOB BOARD		N
14	Colorado State University-Pueblo - HR@colostate-pueblo.edu	Email		N
-	CO Christian Univ – careerdevelopment@ccu.edu	Email		
	Eastern New Mexico University	Job Placement		N
10	Placement Services Station #34 Portales, NM 88130	Mail		
17	University of Northern Colorado - dale.edwards@unco.edu	Email		N
	University of Colorado (CU) ONLINE JOB BOARD	ONLINE JOB BOARD		11
	Colorado University -Colorado Springs ONLINE JOB BOARD	ONLINE JOB BOARD		N
20	OBC (Ohio Broadcasting/Colorado Campus) -jmurphy@beonair.com	Email		
21	Dept of Labor & Employment	Job Placement		N
	bethlehemsaniotis@elpasoco.com & dukecompton@elpasoco.com	Email		
	- 4	ONLINE JOB		
22	TV Jobs.com (Broadcast Employment Service) ONLINE JOB BOARD	BOARD		N
	, , , , , , , , , , , , , , , , , , ,	ONLINE JOB		
23	Evening Post (Cordilleria Communications) ONLINE JOB BOARD	BOARD		N

	EEO F	Public File R	Report			
	KOAA-TV PUEBLO/COLORADO SPRINGS, COLORADO December 1, 2013 - November 30, 2014					
	Sources cont	acted only for spec	cific vacancie	S		
No.	Recruitment Source	Contact	Open Position	Total Interviewed	Entitled to Notification	
1	Jim Doyle & Associates (Corporate Consultant)	Contact	TOSICION	interviewed	N	
	7707 Holiday Drive, Sarasota, FL 34231					
2	Graeme Newell's Marketing Ideanet Jobs gnewell (at) 602communications.com	702-543-1426			N	
3	Broadcast Engineering email: sschafer@primemediabusiness.com	Job Placement			N	
4	<b>Spots and Dots</b> 1034 5th Avenue Pittsburgh, PA 15219	Job Placement 412-281-6215			N	
5	Investigative Reporters and Editors, Inc	Job Placement 573-884-7902			N	
6	<b>Talent Dynamics</b> 600 Las Colinas Blvd. Ste 100 Irving, TX 75039	Job Placement 214-640-3139			N	
7	<b>Audience Research &amp; Development, LLC</b> 2440 Lofton Terrace Fort Worth, TX 76109	Job Placement 817-924-6922			N	

KOAA-TV Pueblo/Colorado Springs, Co. December 1, 2014-November 30, 2014

#### **Supplemental Recruitment Initiatives**

			Supplemental Recruitment Initi	iatives	
			Mark State of the		D
No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
			Calarada Draadaastan Assasiation	Job fair for the purpose of exposing	
1	2 /20 /201 4	Vintual Iah Eain	Colorado Broadcaster Association - Virtual Job Fair (February 2014)		Evie Hudson
1	2/28/2014	Virtual Job Fair	- virtual job Fair (February 2014)	party	Evie nuusoii
				Job fair for the purpose of exposing	
			Colorado Broadcaster Association		
2	6/16/2014	Virtual Job Fair	- Virtual Job Fair (June 2014)	party	Evie Hudson
	0/10/2014	vii tuai job ran	- virtual job rail (julie 2014)	party	Lvic Huuson
				Meteorologist reaching out to local	
	Mar, May, 2014 &			schools to educate students on this	Stephen Bowers,
3	ongoing	Area schools program	Speaking to local schools	area of broadcasting	Morning Meteorologist
-	011501115	med concerts program	opening to room concord	ar ou or proudousting	
				Job fair for the purpose of exposing	
			Colorado Broadcaster Association		
4	10/31/2014	Virtual Job Fair	- Virtual Job Fair (Octber 2014)	party	Evie Hudson
		Colorado State			
		University - Pueblo		Host interns from area colleges who	Sydney Rubin, Marketing
		College Intern	Expose college students to	are majoring in broadcasting for	Director, other
5	Ongoing	Program	broadcasting environment	credit hours.	Managers.
		University of Colorado			
		At Colorado Springs		Host interns from area colleges who	Sydney Rubin, Marketing
		College Intern	Expose college students to	are majoring in broadcasting for	Director, other
6	Ongoing	Program	broadcasting environment	credit hours.	Managers.